

1 BILL NO. S-81 07-04 (as amended)

2 SPECIAL ORDINANCE S - 179-81

3 AN ORDINANCE fixing the salaries of all salaried
4 nonbargaining unit positions in the City Utilities
5 of the City of Fort Wayne for the year of 1982.

6 WHEREAS, the City of Fort Wayne, Indiana Common Council has deter-
7 mined in General Ordinance G-80-12-18, that all non-union employees of the
8 City Utilities of Fort Wayne, Indiana be subject to an annual salary
9 ordinance; and

10 WHEREAS, the Common Council desires to fix such salaries in general
11 conformity to the salaries set in the same year for Civil City employees
12 of a similar grade, as determined by the City Classification System origi-
13 nally established by Ordinance No. S-34-73 as subsequently modified and
14 improved, which should accurately reflect the duties and responsibilities
15 of said employees; and

16 WHEREAS, the Mayor and the Personnel Director of the City of Fort
17 Wayne have for the first time prepared such a schedule of salaries and
18 labor grades for submission to the Common Council for its approval.

19 NOW THEREFORE, Be it ordained by the Common Council of the City of
20 Fort Wayne, Indiana, as follows:

21 SECTION 1. That all salaried nonbargaining unit employees of City
22 Utilities of Fort Wayne, Indiana shall be classified by the titles and
23 labor grades herein designated, and that no change shall be made in any
24 labor grade without the specific approval of the Common Council.

25 SECTION 2. That the following scale of Maximum Salaries is hereby
26 fixed and authorized as a ceiling for approved labor grades. This maximum
27 will not be exceeded:

28	LABOR GRADE	MAXIMUM SALARY
29	1	\$10,000
30	2	11,250
31	3	12,500
32	4	13,750

1	5	15,000
2	6	16,250
3	7	17,500
4	8	18,750
5	9	20,000
6	10	21,250
7	11	22,500
8	12	23,750
9	13	25,000
10	14	26,250
11	15	27,500
12	16	28,750
13	17	30,000
14	18	31,250
15	19	32,500

This scale is an attempt to reinstate an orderly, consistent and competitive pay policy and is based upon the application of results of a salary survey conducted in June, 1981 and a formula which generates a linear progression of maximum salaries. It is not designed to indicate actual salary increases programmed for 1982.

SECTION 3. The following is a complete and true listing of all City Utilities positions by Position Title and Labor Grade.

<u>LABOR GRADE</u>	<u>TITLE</u>
19	Personnel/Labor Relations Director
17	Director of Operations
17	Director of Water Resources
17	Director of Transportation
17	Associate Director Personnel/Labor Relations
16	Director of Technical Services
16	Superintendent of WPC Plant
16	Superintendent of Maintenance

1	16	Chief WPC Engineer
2	16	Superintendent of Filtration Plant
3	16	Chief Water Engineer
4	16	Director of Data Processing
5	16	Director of Purchasing
6	15	Asst. Superintendent of Filtration Plant
7	15	Superintendent of Street Lighting Warehouse
8	15	Director of Street Light Engineering
9	15	Systems Analyst
10	14	Maintenance Foreman of Filtration Plant
11	14	Project Engineer
12	14	Supervisor of Service of Water Maint.
13	14	Supervisor of Construction of Water Maint.
14	14	Asst. Superintendent of WPC Maint.
15	14	Professional Engineer
16	14	Supervisor of Meter Reading
17	14	Supervisor of Maintenance of WPC Plant
18	14	Supervisor of Payroll/Personnel Consultant
19	14	Supervisor of Office Services
20	14	Supervisor of Customer Services
21	14	Supervisor of General Accounting
22	14	Project Leader
23	14	EEO Director
24	14	Supervisor of Safety & Claims
25	14	Research Officer
26	14	Public Information Officer
27	14	Personnel Officer
28	13	Veterans Services Officer
29	13	Employment Specialist
30	13	Inspection Division Supervisor of Tech. Serv.
31	13	Assistant Purchasing Director
32		
	12	Superintendent of City Utilities Garage
	12	Assistant Supervisor of WPC Plant Maint.

1	12	Supervisor of Data Operations
2	12	Supervisor - Industrial Waste Control
3	11	Payroll Administrator
4	11	Administrator WPC - Stations
5	11	Administrator WPC Sludge Disposal
6	11	General Foreman
7	10	Administrative Assistant
8	10	Purchasing Officer
9	10	EEO Officer
10	10	Safety Investigator
11	9	Contract Compliance Officer
12	8	Office Manager
13	6	Records & Benefit Spec./Personnel
14	6	Appointment Secretary/Mayor's Ofc.
15	6	Executive Secretary A
16	5	Executive Secretary B
17	4	Executive Secretary C
18	4	Asst. Veterans Services Officer

SECTION 4. From and after the effective date of this ordinance, which shall be the first full pay period in the year 1982, all salaried nonbargaining unit positions will be paid in conformity to this ordinance.

SECTION 5. That all utilities departments subject to this ordinance will conform to the official City Personnel Policies and Procedures relative to hiring, pay and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 6. To permit the completion of union negotiations, the Common Council agrees to accept up to the maximum salaries listed. However, the Common Council shall review the salaries in this ordinance after the union negotiations are complete in order to set a specific salary for each title for the year 1982, adjusting salaries where necessary.

SECTION 7. No person employed by the City or City Utilities shall make a higher salary than that of the Mayor of Fort Wayne.

SECTION 9. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

COUNCILMAN

Bruce O. Boxberger, City Attorney

1	12	Supervisor of Data Operations
2	12	Supervisor - Industrial Waste Control
3	11	Payroll Administrator
4	11	Administrator WPC - Stations
5	11	Administrator WPC Sludge Disposal
6	11	General Foreman
7	10	Administrative Assistant
8	10	Purchasing Officer
9	10	EEO Officer
10	10	Safety Investigator
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SECTION 6. If any section, clause, sentence, paragraph or part or provision of this ordinance be found invalid or void by a Court of Competent Jurisdiction, it shall be conclusively presumed that this ordinance would have passed by the Common Council without the invalid section, clause, paragraph, part or provision, and the remaining parts of the ordinance will remain in effect.

SECTION 7. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Vivian G. Schmidt
COUNCILMAN

APPROVED AS TO FORM AND
LEGALITY July 10, 1981

Bruce O. Boxberger
Bruce O. Boxberger, City Attorney

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Read the first time in full and on motion by V. Schmidt
seconded by Stier, and duly adopted, read the second time
by title and referred to the Committee Finance (and the City
Plan Commission for recommendation) and Public Hearing to be held after
due legal notice, at the Council Chambers, City-County Building, Fort Wayne,
Indiana, on 7-14-81, the 14 day of July, 1981, at 8 o'clock P.M., E.S.T.

DATE: 7-14-81

Charles W. Westerman
CHARLES W. WESTERMAN
CITY CLERK

Read the third time in full and on motion by V. Schmidt,
seconded by Stier, and duly adopted, placed on its
passage. PASSED (Leave) by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT	TO-WIT:
TOTAL VOTES	<u>7</u>	<u>2</u>			
BURNS	<u>X</u>				
EISBART	<u>X</u>				
GIAQUINTA	<u>X</u>				
NUCKOLS	<u>X</u>	<u>X</u>			
SCHMIDT, D.		<u>X</u>			
SCHMIDT, V.	<u>X</u>				
SCHOMBURG	<u>X</u>				
STIER	<u>X</u>				
TALARICO	<u>X</u>				

DATE: 7-30-81

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,
Indiana, as (ZONING MAP) (GENERAL) (ANNEXATION) (SPECIAL)
(APPROPRIATION) ORDINANCE (RESOLUTION) No. S-179-81
on the 30th day of July, 1981.

ATTEST:
Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

(SEAL)
John Nuckols
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on
the 31st day of July, 1981, at the hour of
4:00 o'clock P.M., E.S.T.

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Approved and signed by me this 3rd day of August
1981, at the hour of 11 o'clock A.M., E.S.T.

Winfield C. Moses, Jr.
WINFIELD C. MOSES, JR.
MAYOR

BILL NO. _____

S-81-07-04

(as amended)

Hold till July 28

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON Finance TO WHOM WAS REFERRED AN
ORDINANCE fixing the salaries of all salaried nonbargaining unit
positions in the City Utilities of the City of Fort Wayne
for the year of 1982

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE DO PASS.

VIVIAN G. SCHMIDT, CHAIRMAN

Vivian G. Schmidt

JAMES S. STIER, VICE CHAIRMAN

James S. Stier

MARK E. GIAQUINTA

Mark E. Giaquinta

PAUL M. BURNS

Paul M. Burns

ROY J. SCHOMBURG

Roy J. Schomburg

✓ Pg. 3 Omit line 31½ Management Assistant

✓ Pg. 4 ADD New Section 6:

"To permit the completion of union negotiations, the Common Council agrees to accept ~~£~~ up to the maximum salaries listed. However, the Common Council shall review the salaries in this ordinance after the union negotiations are complete in order to set a specific salary for each title for FY 1982, adjusting salaries where necessary. "

✓ Pg. 4 ADD New Section 7:

"No person employed by the City or City Utilities shall make a salary higher ~~than~~ that of the Mayor of Fort Wayne."

Pg. 4 Renumber the remaining Sections listed in the ordinance to reflect the changes in numbering caused by additions above